

Quarter 3 Update

2025-2026 Operational Plan



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Quarterly Update of the Gympie Regional Council Operational Plan

This third quarter update provides a summary of Gympie Regional Council's progress in delivering the 2025–26 Operational Plan.

In accordance with *Section 174(3) of the Local Government Regulation 2012*, councils are required to report on the implementation of their operational plans at least every three months. These updates promote transparency and accountability, while keeping our community informed about how Council is progressing with its planned projects and services.

The Operational Plan is shaped by the strategic direction set out in Council's Corporate Plan 2022–2027, which focuses on three key themes: Wellbeing, Strong Communities, and Opportunities. These priorities aim to enhance liveability, support resilient and connected communities, and foster sustainable economic growth across the region.

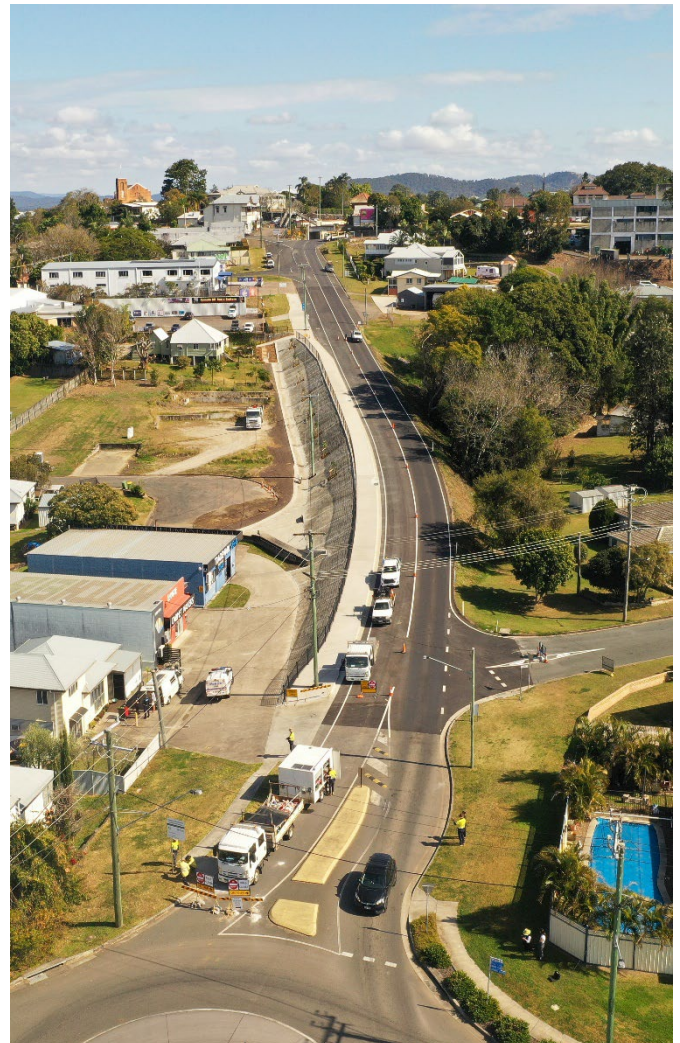
To support delivery of these themes, Council's actions are grouped into three key response areas:

1. Community and Environment

2. Infrastructure and Economic Opportunity

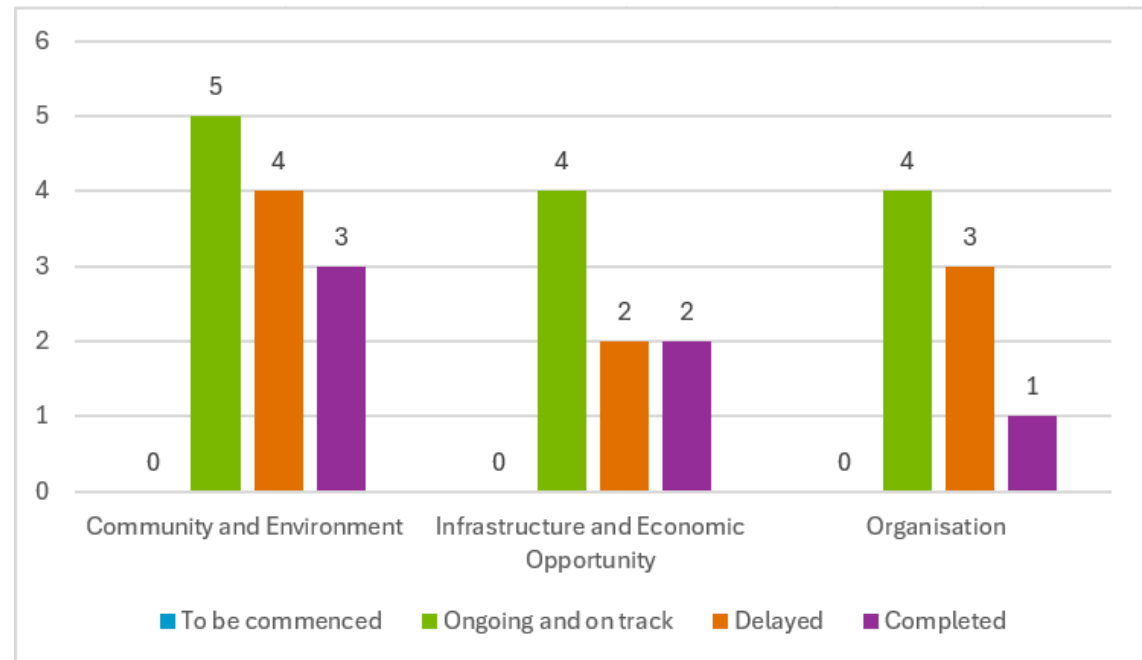
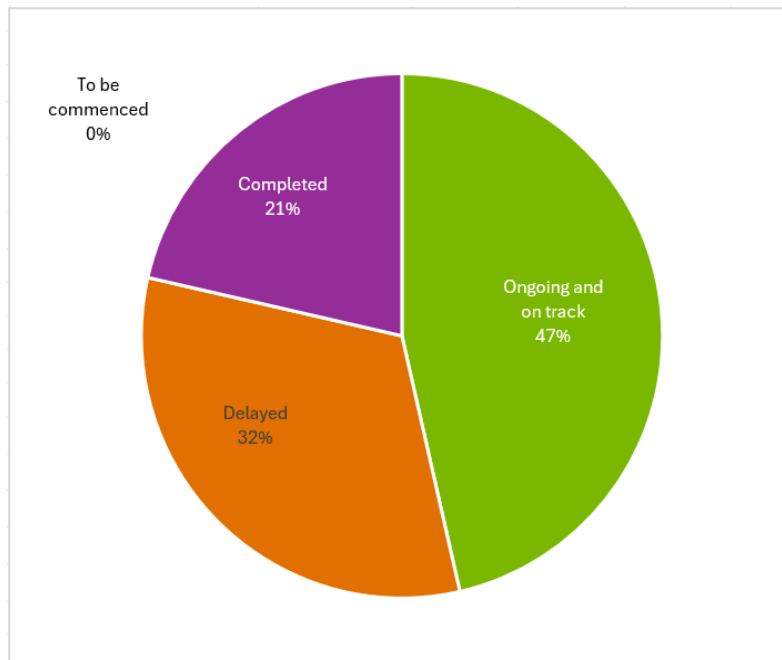
3. Organisation

The following update outlines progress on actions aligned to each of these response areas.



PROGRESS TO DATE

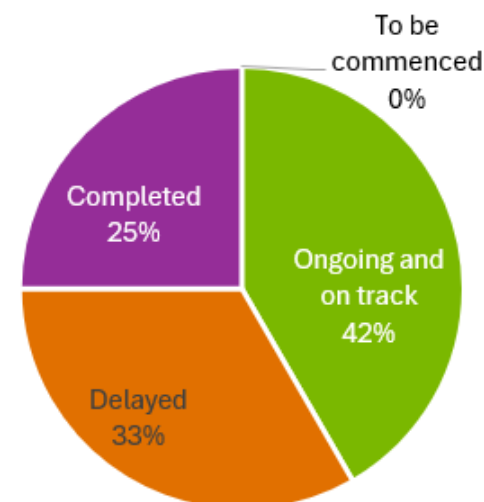
Deliverables Status	No.	Percentage
To be commenced	0	0%
Ongoing and on track	13	46%
Delayed	9	32%
Completed	6	21%



COMMUNITY AND ENVIRONMENT

Our communities have infrastructure and spaces for living, working, learning, sport and recreation that supports and caters for growth and enables the community to be inclusive, connected and safe. Natural ecosystems are conserved and enhanced, and our built environment embraces biodiversity, sustainability and heritage.

Deliverables Status	No.	Percentage
To be commenced	0	0%
Ongoing and on track	5	42%
Delayed	4	33%
Completed	3	25%



Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
1.	Adoption of the Environmental Social Governance Policy (ESG) by Q2 2025-2026	Community Sustainability	Manager Environment and Resource Recovery	Completed	Environmental Social Governance (ESG) Policy has been adopted and ESG Policy awareness and integration into GRC Organisational Frameworks commenced.

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
2.	Review the 2019-2023 Environment Strategy and adopt a contemporary Environment Strategy 2026-2030 by Q4 2025-2026	Community Sustainability	Manager Environment and Resource Recovery	Delayed	Review of Environment Strategy delayed ensuring alignment of priorities and actions with corporate goals. This review will be completed in 2026/27.
3.	Implement and deliver Waste Strategy 2025-2035 by Q4 2025-2026 with a status update of key deliverables presented by Q2 and Q4 2025-2026	Community Sustainability	Manager Environment and Resource Recovery	Completed	Waste Strategy 2025-2035 complete and adopted. Key deliverables to be presented to Council early in 2026.
4.	Develop and adopt a five-year strategic biosecurity management plan based on weed specific management goals, in accordance with Council's Biosecurity Plan 2023-2028 by Q3 2025-2026, with a status update of key deliverables presented by Q2 and Q4 2025-2026	Community Sustainability	Manager Environment and Resource Recovery	Delayed	The Annual Priority Inspection Program, a strategic document identifying key species that pose a risk to the Gympie region, and the frequency and timing of officer inspections to ensure that Key Performance Indicators are met, has been developed. A five-year plan was determined to be too long-term, as invasive species are highly affected by seasonal changes and an annual plan has been drafted in its stead and is expected to be fully implemented by the close of Q4.

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
5.	Sports field study, including feasibility of an indoor sports facility to be completed and endorsed by Council by Q4 2025-2026	Community Sustainability	Manager Planning	Ongoing and On Track	Investigation work completed and progressing land acquisition options for future sports field and indoor sports facility.
6.	Finalisation of Local Laws review by Q2 2025-2026	Community Sustainability	Manager Compliance	Delayed	Public and anti-competition consultation completed, preparing to present result to Council workshop. State interest check completed and responded to.
7.	Work together with the First Nations community to enhance engagement and commitment on priority issues. Develop a plan of action to present to Councillors by Q3 2025-2026	Community Sustainability	Manager Community and Commercial Services	Ongoing and On Track	Community Development team members have attended monthly meetings with the Gympie Murri Network. Senior Council staff are liaising with Qld Government's Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism to coordinate round table economic and community development forums each quarter as a means of increasing engagement with the First Nations community. Council's CEO met with the CEO and Chairperson of the Kabi Kabi People's Aboriginal Corporation, Native Title Holders for a large part of the Gympie Region LGA to explore engagement arrangements and priority actions. In Q4, Council will reach out

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					to the Butchulla and the Wakka Wakka Native Title Holders. The report to Council has been delayed for Q3 and instead will be brought to Councillors in Q4.
8.	Partner with relevant stakeholders to deliver externally funded Youth Resilience Project including development of a Youth Resilience Action Plan for Gympie Region by Q4 2025/2026	Community Sustainability	Manager Community and Commercial Services	Ongoing and On Track	The Community Development team delivered engagement sessions with local public and private high schools, UniSC Gympie campus, Headspace, Mangoor Dja, and Community Action Inc. More than 60 youth plus teachers, team leaders and service providers have provided feedback. The Youth Survey is scheduled for release late April 2026 and will inform the development of the Youth Resilience Plan.
9.	Advocate to State and Federal Government for increased funding for crisis accommodation and transitional housing in relation to domestic and family violence. Explore how Council can assist in raising awareness about the prevention of domestic and family violence in our community and support a community that is inclusive, connected and safe by Q2 2025/2026	Community Sustainability	Manager Community and Commercial Services	Ongoing and On Track	Officers presented a report to Council on 10 December 2025, with Councillors endorsing a pledge and plan of actions. The following actions have been implemented this quarter: • Attendance at LGAQ champions network meetings by council staff • Support for local DFV services in planning and promotion of DFV awareness activities • Collation of DFV resources for GRC

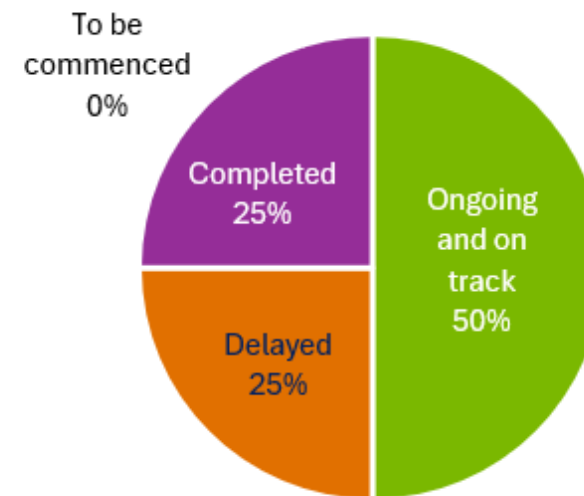
Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					employees and for Council's external website and communication channels.
10.	In collaboration with the Queensland Government and Gympie Region Housing and Homelessness Forum, review the 2022 Gympie Region Local Housing Action Plan and present a revised plan to Council for consideration and adoption by Q4 2025/2026. Action in collaboration with Manager Planning.	Community Sustainability	Manager Community and Commercial Services	Ongoing and On Track	To gain insight into housing needs and shape the new plan, Community Services Manager attended the Advance to Zero Leadership Group on 2 February to explore inter-regional approaches to reducing homelessness; participated in targeted meeting with Community Acton Inc Board and their Strategic Planners 5 February and with Councillors participated in the Gympie Region Housing and Homelessness Forums on 26 February and 26 March.
11.	Approved Inspection Program, focused on assessing and raised compliance with dog registrations in the region by Q3 2025/2026	Community Sustainability	Manager Compliance	Completed	Very successful program, with in excess of 2000 additional dogs being registered and through the communication campaign we are still receiving higher levels of registration increasing continually.
12.	Review the Destination Management Plan to capitalise on tourism, sporting, arts and culture and recreational opportunities for the region by Q4 2025-2026	Corporate Services	Manager Marketing, Communications	Delayed	Review of Destination Management Plan delayed due to realignment of work functions with Economic Development and the need to determine correlation of priorities and

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
			and Economic Development		actions identified in Council's Region Economic Development Strategy. analysis and marketing plan as part of a review of the DMP.

INFRASTRUCTURE AND ECONOMIC OPPORTUNITY

Our planning and infrastructure seeks to meet foreseeable future needs to support economic development, community enhancement and residents' wellbeing.

Deliverables Status	No.	Percentage
To be commenced	0	0%
Ongoing and on track	4	50%
Delayed	2	25%
Completed	2	25%



Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
13.	Develop a standardised asset renewal prioritisation methodology to inform asset renewal planning by Q4 2025/2026	Infrastructure Services	Manager Capital Delivery and Assets	Ongoing and on Track	Draft prioritisation methodology presented to ELT on 2nd March 2026. Councillor Briefing to occur as part of the 2026/27 Capital Works Program workshops.

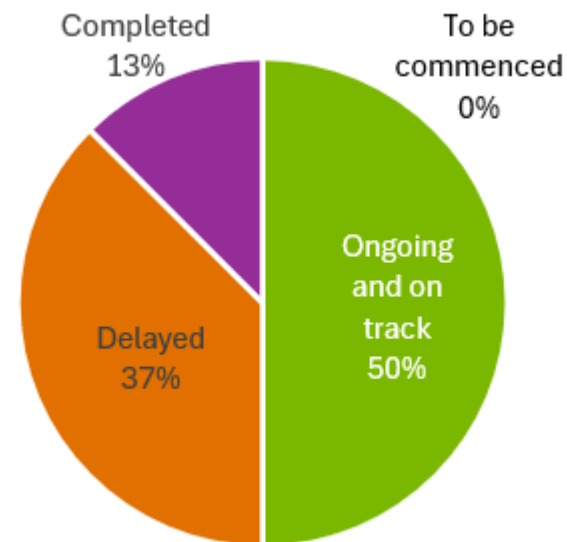
Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
14.	Complete asset management plans for buildings (incorporating star rating service level methodology) by Q2 2025/2026	Infrastructure Services	Manager Capital Delivery and Assets	Completed	Buildings asset management plan (AMP) adopted at the March 2026 Ordinary Meeting of Council.
15.	Provision of depot fuel and fuel management system across the region. Provision of Gympie Regional Council Fuel/service truck to delivery fuel to Fleet and Plant at remote locations. Completed by Q1 2025/2026	Infrastructure Services	Manager Fleet and Depot Operations	Completed	Depot fuel tanks and dispensing system installed and operational at the following locations: - John St Depot - Tin Can Bay - Kilkivan - Monkland - Mount Olive Quarry
16.	Complete 50 per cent of critical tasks identified in building condition report by Q4 2025/2026, within approved budget	Infrastructure Services	Manager Property and Open Space	Ongoing and On Track	Progress impacted due to recent rain events and the requirement to prioritise works.
17.	Develop and implement Road Verge Mowing policy by Q2 2025/2026	Infrastructure Services	Manager Property and Open Space	Delayed	Draft is currently being developed and will be completed by Q4.
18.	Investigate the purpose of reserve for unused trust land and if amendments can be made for community benefit by Q4 2025/2026	Infrastructure Services	Manager Property and Open Space	Ongoing and On Track	This has turned into a larger project and will carry over into next year looking at all land parcels including Council owned for options of divestment.

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19.	Develop and implement a Parks Usage for Community Benefit Policy by Q3 2025/2026	Infrastructure Services	Manager Property and Open Space	Delayed	Discussions with internal stakeholders as to whether a Policy is required.
20.	Review cost analysis and required infrastructure investment for alignment with adopted Customer Service Standards by Q4 2025-2026	Infrastructure Services	Manager Water	Ongoing and On Track	Funding and affordability review completed in partnership with DLGWV/QTC. Asset valuation is in progress, including pricing analysis with internal review to commence once received.

ORGANISATION

Gympie Regional Council is an organisation that understands the community and delivers services efficiently and effectively through highly engaged staff.

Deliverables Status	No.	Percentage
To be commenced	0	0%
Ongoing and on track	4	50%
Delayed	3	38%
Completed	1	13%



Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
21.	Delivery of additional Enterprise Resource Planning modules to enhance system functionality and usability by Q4 2025/2026	Corporate Services	Manager Finance	Delayed	A road map is currently being developed to incorporate audit recommendations, action the remaining implementation actions and remediate identified

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					improvements in the current deployed functions while also ensuring the necessary change management aspects are delivered.
22.	Enhance organisational literacy and accountability across legislative and business requirement for Procurement Activities by Q3 2025/2026	Corporate Services	Manager Finance	Delayed	Consultation has continued across functions in Council of impacts on procurement activities from the system implementation promoting targeted training and assistance from the Procurement Team. Recommendations from the financial audit are being considered and will be included in the ERP road map. On track for completion by close of Q4 2025/2026.
23.	Implementation of Disaster Management Project Plan by Q2 2025/2026	Corporate Services	Manager Governance, Integrity and Risk	Completed	Disaster Management Project Plan implemented, strengthening Council's preparedness, coordination and response capability.
24.	Review of organisational policy documentation, with updated policy review and procedure process in place by Q4 2025/2026	Corporate Services	Manager Governance Integrity and Risk	Ongoing and on track	Significant progress has been made on the policy review project, with a comprehensive audit of all existing organisational policies now completed. This process has included assessing each

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					policy for relevance, legislative alignment, operational necessity, and duplication. A number of policies were identified as redundant or superseded by other policies, and these have been taken to Council to be rescinded. The project is now progressing to the next phase, with remaining policies now being prioritised for update or improvement. Policies are prioritised by risk profile and legislative requirement. New or updated policy documents will be initialised for internal consultation, before being taken to Council for endorsement.
25.	Organisation recordkeeping review carried out in line with incoming Mandatory Notification Data Breach legislation by Q4 2025/2026	Corporate Services	Manager Governance Integrity and Risk	Ongoing and On Track	Communications and training plans developed for IPOLA Act and Mandatory Data Breaches. Awaiting ELT endorsement of training plan before issuing first communications to Management and staff. Staff training planned for May 2026, completion by 30 June. Data Breach Response Plan drafted for first review with ICT (This is a non-

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					mandatory component of the IPOLA legislation changes).
26.	Implementation of remaining People and Culture modules of the Technology One software by Q3 2025/2026	Corporate Services	Manager People and Culture	Delayed	Awaiting scheduling of identified recommendations. Scheduling dependant on overall system implementation project, which is currently being finalised and taken to Council.
27.	Development of the service planning framework by Q4 2025/2026 to align with community service level requirements, considering population growth, demographics and evidence-based projects	Corporate Services/OCEO	Manager Finance	Ongoing and On Track	The project team has continued to progress with discovery work and has identified the targeted services for the review to focus on and key inputs (risk matrix, population forecast). The external consultant will commence modelling of the selected service areas and development of templates with the output to be presented to Elected Members to seek input.
28.	Complete a strategic review of organisations Geographical Information systems by Q4 2025/2026	Infrastructure Services	Manager Capital Delivery and Assets	Ongoing and On Track	The GIS Strategic Review has commenced, with initial ELT interviews completed in late March 2026. Next phase which includes staff workshops

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					will be commencing week starting 20th April 2026.

